

**LUCIA MAR UNIFIED SCHOOL DISTRICT
BOARD OF EDUCATION**

Date: March 5, 2019

To: Andy Stenson, Superintendent

From: Paul Fawcett, Ed.D., Assistant Superintendent, Human Resources

Subject: Approval, Adoption of Initial Proposal for Collective Bargaining from Lucia Mar Unified School District(LMUSD) to California School Employees Association (CSEA), Chapter #275

BACKGROUND:

Collective bargaining law (the Rodda Act) allows the public to be aware of the initial bargaining positions of the Lucia Mar Unified School District with California School Employees Association, Chapter #275, prior to beginning the negotiations process. This is known as the "Initial" or "Sunshine" proposal" and allows time for the public to comment on the position of the Lucia Mar Unified School District, prior to negotiations and a settlement. The law requires the sunshine proposal to be placed on the open session agenda for two consecutive meetings. The first review was made on February 19, 2019. The District's proposal is brought forward for approval this evening.

The Lucia Mar Unified School District, presents the accompanying initial proposal for 2018-2019 contract re-opener negotiations with the California School Employees Association, Chapter #275.

ACTION RECOMMENDED:

Board approval is requested to adopt the Initial Proposal for Collective Bargaining from Lucia Mar Unified School District(LMUSD) to California School Employees Association (CSEA), Chapter #275, for 2018-2019 contract re-opener negotiations.

FISCAL IMPACT:

None

REFERENCE:

Academic achievement, climate, future ready and organizational excellence.

CONTACT PERSON(S):

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Initial Proposal of the Lucia Mar Unified School District To the California School Employees Association (CSEA) Chapter #275

February 19, 2019

The Lucia Mar Unified School District (District) presents the following initial proposal to the California School Employees Association (CSEA) for reopener negotiations to our current Collective Bargaining Agreement (contract) set to expire June 30, 2020. The first negotiations session is set for March 21, 2019. The District looks forward to engaging in thoughtful discussion and a successful negotiations as labor partners.

These proposals seek to support the District's mission, "To engage, challenge and inspire students through the power of learning" and are aligned with the District goals of Academic Achievement, Climate, Future Ready and Organizational Excellence

Over the past years, the Board has diligently worked to make prudent and responsible decisions. The Lucia Mar Unified School District presents the accompanying initial proposal for the current year to our classified labor partners, CSEA.

Article, Wages:

The District would like to explore refining and further defining the reclassification process.

Appendix, Salary Schedule:

The District would like to address changes in minimum wage and its possible impact on the salary schedule.

We look forward to the collaborative interest-based negotiations resulting in a timely and positive agreement.